

## SEIU LOCAL 521 PROPOSALS TO Kern County

SEIU RESERVES THE RIGHT TO MODIFY, DELETE OR ADD TO THE FOLLOWING PROPOSALS

### **SEIU Proposal #6**

**9/11/24**

#### Article III Section 9

#### Work Schedules

##### Proposing New Section

In order to improve efficiencies, maximize service to the public and assist employees in relieving the increased demand for services, employees covered by this Agreement may request in writing either a 9/80, 4/10 or other flexible work schedule. Each County department head shall have the full discretion to grant or deny each request. A response to the request shall be provided in writing no later than 60 days following receipt of the request. If the request is denied, the response shall include the reason for the denial.

An employee assigned to work a 9/80, 4/10, or other flexible work schedule may be required by the department head to return to a regular work schedule upon 30 days' written notice to the employee. An employee assigned to a normal work schedule may be required to change their start time or days off upon 30 days' written notice to the employee. The County agrees it must meet and confer on the impact of this decision provided that the specific impacts are identified in writing in any request to meet and confer from the employee or SEIU prior to the conclusion of the relevant notice period. The requirement to meet and confer prior to the implementation of the schedule change shall not apply to emergencies.

Any worksite changes over 50 miles will get an additional 30 day's notice.

If an employee is denied an alternative schedule, the Union can request a meet and confer.